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 Date: 26 Dec 78 By: [Signature]

TO: Deputy Director (Support)

SUBJECT: Employment of Personnel on Provisional Clearance

1. PROBLEM:

To review policies and procedures governing employment of personnel on provisional clearances to determine their effectiveness in avoiding, whenever possible, problems which arise when persons in such status are subsequently disqualified for employment.

2. FACTS BEARING ON THE PROBLEM:

- a. Some clerical and professional applicants are unable to wait for full clearance prior to employment because of personal and financial considerations. This is true less frequently in the case of professional employees.
- b. Notices [redacted], dated 9 June 1952, and [redacted] dated 18 July 1952, (Tabs A and B), provide that provisional clearance will be requested only when failure to do so will result in loss of the applicant's services to the Agency. They also provide that personnel on a provisional clearance will be informed of the conditions attached to their employment.
- c. Current practice requires that a request for provisional clearance of a professional applicant be made by the appropriate Operating Official. If the Director of Personnel considers the justification adequate in relation to the policies stated in Notices [redacted] and 2, the request is processed to the Director of Security.

3. DISCUSSION:

- a. Since provisional clearances are based on limited information, the possibility of disqualification upon completion of security processing must be recognized. When disqualifications do occur, the persons involved suffer the embarrassment of an involuntary resignation and the hardship of locating another position. Individuals in this situation usually feel they will be stigmatized by security-loyalty connotations often placed upon such separations, and are concerned as to what plausible reason they can give for leaving CIA. Moreover, such individuals tend to feel that their careers are impaired and their loyalty impugned.

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- b. During the past year, there were three instances in which individuals expressed outspoken criticism of the Agency as the result of their being hired on provisional clearances and subsequently disqualified for employment. Two of these individuals were hired for professional positions. (Tab C).
- c. Although there is a greater need for providing provisional clearances to clerical personnel, than to professional applicants, in order to avoid their loss to the Agency, the disruptive effects of a subsequent disqualification tend to have a relatively greater impact upon applicants for professional positions. The possibility of adverse criticism of the Agency is also greater in the case of the rejection of professional personnel.

4. CONCLUSIONS:

- a. The use of provisional clearances entails risks for both applicants and the Agency, but the consequences are apt to be more serious in the event of subsequent disqualification of professional employees, than clerical employees. Accordingly, the use of provisional clearances should not be granted to professional personnel except in unusual cases approved by a high ranking Agency official.
- b. The Notices now in effect concerning provisional clearances are compatible with conclusion a. Their reissuance in a combined form and on a current basis will bring them to the attention of officials concerned.

5. RECOMMENDATION:

The attached notice (Tab D) be approved for publication.

Signed

Harrison G. Reynolds
Director of Personnel

ANNEXES:

- Tab A - [REDACTED] dated 9 June 1952
- Tab B - [REDACTED] dated 18 July 1952
- Tab C - List of Persons Disqualified Following Provisional Clearance - August 1954 - February 1955
- Tab D - Draft of Proposed [REDACTED] Employment of Personnel On Provisional Clearance

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SUBJECT: Employment of Personnel on Provisional Clearance

CONCURRENCE:

Director of Security

(Date)

ACTION BY APPROVING AUTHORITY:

APPROVED:

JUL 30 1955

(Date)

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Deputy Director
(Support)

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25X1A

C O N C U R R E N C E S H E E T

SUBJECT: Proposed Notice [REDACTED] Clearance of Personnel for Duty with CIA
Employment of Personnel on Provisional Clearance

CONCUR _____

(s) Sheffield Edwards

Date: 1 July 1955

Office of Security

NOTE: This concurrence sheet applies to the changes suggested in the memorandum from the Special Assistant to the Deputy Director (Support) to the Director of Personnel, dated 16 June 1955.

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